Bridging skills and Opportunities for Navajo People with AI-enhanced Employment Matching

Using Generative AI to Match Job Seekers with Job Opportunities on the Navajo Reservation through the Matching of Knowledge, Skills & Abilities

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EdTech for Learning

AI FOR ECONOMIC OPPORTUNITY FUND GRANTEE

GitLab Foundation Project

Bridging skills and Opportunities for Navajo People with AI-enhanced Employment Matching

Our objective is to place 200-500 Navajos into net-new 'Thriving Wage Jobs' or better paying jobs in 2024 and for this number to increase annually as the range of jobs with validated competency maps and the number of Navajo job seekers complete guided upskilling plans increases. Traditional methods for creating job competency maps and job-seeker profiles are labor-intensive. Usage of AI and large job-related data stores will accelerate the gathering of data about both jobs and job seekers. We will create matching reports to show job seekers the jobs for which they are best prepared and provide them with pathways in learning aligned with their missing competencies. We will scale and localize job candidate data with novel, AI-driven "interview" tools. We anticipate a factor of 10 increase (cf. the current manual process) in the number of job maps and job seeker profiles created in the Navajo context and beyond.

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Creating Opportunities in an "Opportunity Desert"

Current Navajo Nation Realities

50%

Unemployment on the Reservation

~75k

Un- or Underemployed Individuals

- ~2000 high school graduates per year; Only ~200 New Jobs created annually

- Currently ~3500 vacant jobs on the reservation
  - Very traditional JDs & hiring processes
  - Negligible collaboration w/ schools RE pathways for / to jobs

- Widespread beliefs that
  - Available jobs are (almost) exclusively in government
  - "Only family members need apply"

Employers

Job descriptions do not say enough about the knowledge, skills, and abilities we need.

Job Seekers

A resume does not say enough about my knowledge, skills, and abilities.

"With help, I could work up a single comprehensive job profile in about 12 hours."

"I have no idea how I could format a resume to show all that I can offer you."

I can work up an initial competency profile for a job in 30 seconds.

Just upload your resume and I can work up a competency profile for your review.

Team & Partnerships

EdTech for Learning

EdTech For Learning	Aspire Ability
Colin Smythe	Job Mott
Thor Anderson	Moroni Benally
Stephen Vickers	Jacob Broadhead
Mark McKell	Stephanie De Hart

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PROJECT EVIDENT

https://projectevident.org/nonprofits/

Solution & Progress to Date
"A Live Demonstration"

Go and try it for yourself at:
https://edtechforlearning.app
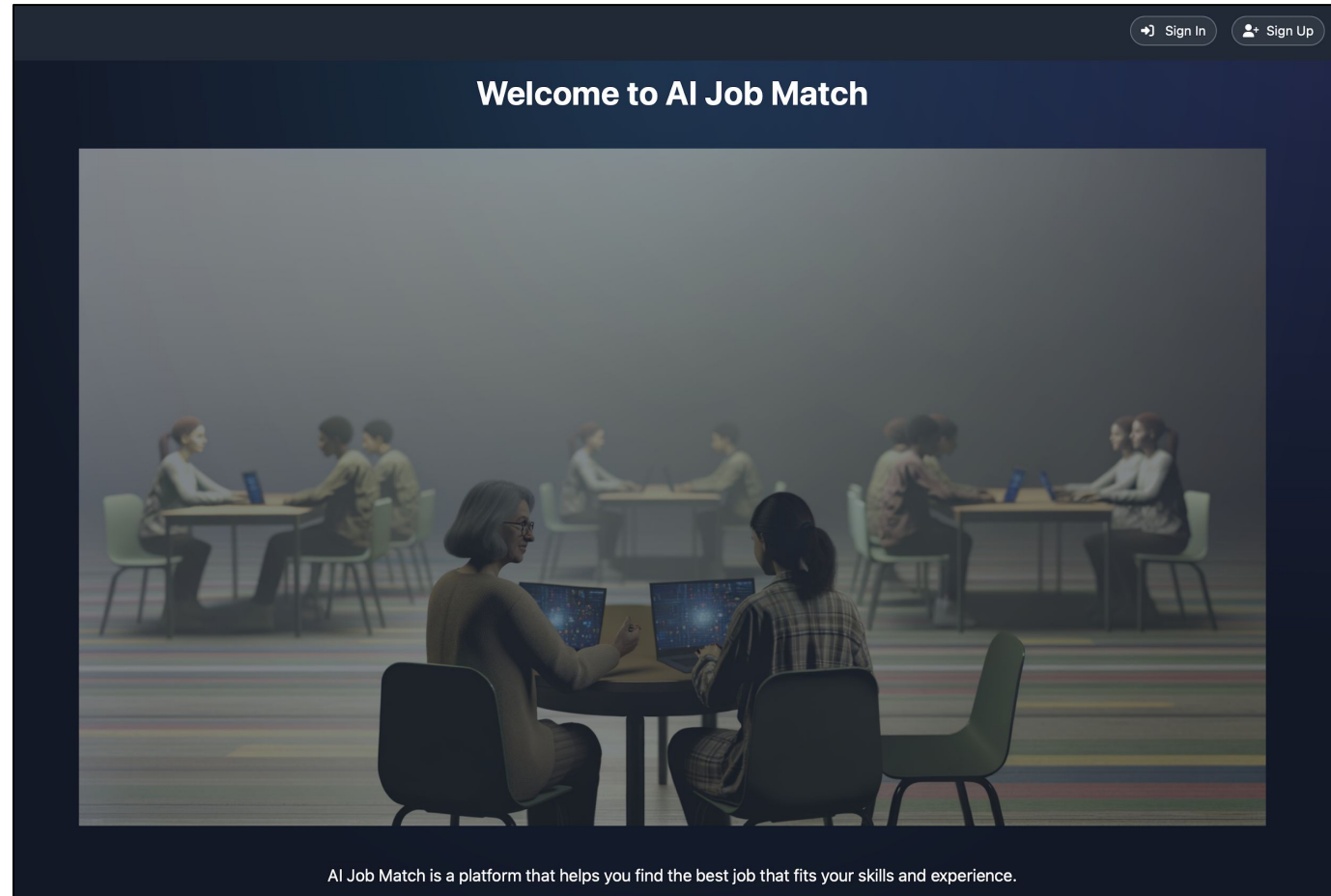
Impact & Expected Outcomes

Navajo Job Seeker	Navajo Employer	Aspire Ability
Throughout their career, hundreds of individuals will have access to a wider range of better paid jobs on the Navajo Reservation.	Navajo Reservation employers will have increased numbers of, better qualified, people applying for more of the advertised jobs.	To significantly reduce, from weeks to hours, the labor-intensive effort for creating job competency maps and job-seeker profiles.

Deployment for Sustainability

End of Project (Now)	Six Months (2025-Q1)	Year One (2025-Q3)	Year Two (2026-Q3)
Generative AI app Proof-of-Concept demonstrator evaluation by 10 users.	Launch of the Aspire Ability Connect Platform using the New Generative AI Workforce app.	Full operation of Connect Platform and the Generative AI Workforce app. (200-500 Job Seekers)	Deployment of the New Generative AI Workforce Platform. for three Native Indian Communities (2000-5000 Job Seekers).

Supporting Next Steps

We, and our partners, are seeking $1,300,000 over the next 24 months

This will be used to:

Place 200-500 Navajos into net-new 'Thriving Wage Jobs' in 2025-2026

Include 2 more tribes to place 2000-5000 Native Americans into net-new 'Thriving Wage Jobs' in 2026-2027

Complete initial **pilot >> product** deployment

Develop the **product >> platform** with scalability, applied R&D, analytics, instructional providers.

Colin Smythe
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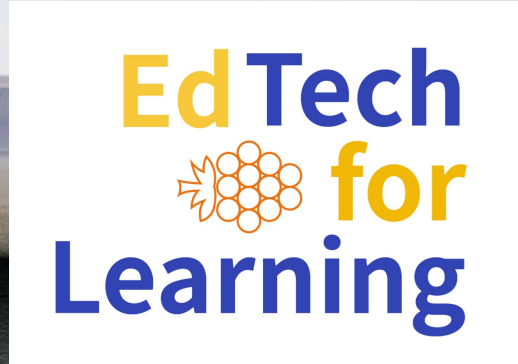
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More information for the Project at:
https://edtechforlearning.org/workforce-services-app/

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